

Regular Session, 2013

HOUSE CONCURRENT RESOLUTION NO. 145

BY REPRESENTATIVE LEGER

EMPLOYMENT/WAGES: Creates the Louisiana Fair Pay Task Force to study wage disparities between men and women in the workforce in the state

1 A CONCURRENT RESOLUTION

2 To create a Louisiana Fair Pay Task Force to study wage disparities between men and  
3 women and make recommendations for policy change and legislation to prevent and  
4 eliminate these disparities.

5 WHEREAS, 2013 marks the fiftieth anniversary of the federal Equal Pay Act, which  
6 was passed in 1963 to prohibit wage discrimination based on sex; and

7 WHEREAS, 2013 marks the sixteenth anniversary of the 1997 passage of R.S.  
8 23:332, which made it unlawful for an employer to:

9 (1) Intentionally fail or refuse to hire or to discharge any individual, or otherwise to  
10 intentionally discriminate against any individual with respect to his compensation, or his  
11 terms, conditions, or privileges of employment, because of the individual's race, color,  
12 religion, sex, or national origin; and

13 (2) Intentionally limit, segregate, or classify his employees or applicants for  
14 employment in any way which would deprive or tend to deprive any individual of  
15 employment opportunities or otherwise adversely affect his status as an employee, because  
16 of the individual's race, color, religion, sex, or national origin; and

17 WHEREAS, the wages paid to Louisiana women, on average, are significantly lower  
18 than the wages paid to Louisiana men; and

19 WHEREAS, the earnings gap between Louisiana women and men has placed  
20 Louisiana among the states with the greatest disparity in wages; and

1           WHEREAS, the wage disparities between women and men are deeply rooted in our  
2 legal system, employment practices, and cultural history; and

3           WHEREAS, though equivalent to the work of men in terms of skill, effort, and  
4 responsibility, the work performed by women has been historically undervalued; and

5           WHEREAS, pay disparities among workers increase the potential for absenteeism,  
6 grievances, strikes, and turnover; and

7           WHEREAS, Louisiana families depend on the wages of women for food, clothing,  
8 shelter, and education; and

9           WHEREAS, the great state of Louisiana seeks to employ all persons to their full  
10 potential.

11           THEREFORE, BE IT RESOLVED that the Legislature of Louisiana hereby creates  
12 the Louisiana Fair Pay Task Force to study and make recommendations relating to fair pay  
13 issues in the state of Louisiana. The task force shall be created no later than August 1, 2013,  
14 and shall gather information from sources, including but not limited to the federal census,  
15 the Louisiana Workforce Commission, the agencies in this state submitting reports pursuant  
16 to House Concurrent Resolution No. 174 of the 2012 Regular Session of the Legislature,  
17 namely, the Department of Children and Family Services, the Department of Health and  
18 Hospitals, the Department of Economic Development, the Department of Education, the  
19 division of administration, the Louisiana State University Health Sciences Center-Health  
20 Care Services Division, and from other agencies in this state and other academic and  
21 statistical sources to:

22           (1) Study the extent of wage disparities between men and women in the workforce  
23 including certain public sector employment.

24           (2) Study the factors that cause, or tend to cause, wage disparities, including  
25 segregation between men and women across and within certain occupations and professions,  
26 such as the payment of lower wages for female dominated occupations, child-rearing  
27 responsibilities, education, and training.

28           (3) Study the consequences of such disparities on the economy of our state and on  
29 families.

1 (4) Collect data that provide statistics on wages of women and of men categorized  
2 by ethnic group, from each department.

3 (5) Develop actions including policy recommendations and legislation that are likely  
4 to lead to the prevention and elimination of wage disparities between the sexes.

5 BE IT FURTHER RESOLVED that the task force shall consist of the following  
6 members:

7 (1) The executive director of the Louisiana Legislative Women's Caucus or her  
8 designee.

9 (2) The executive director of the office on women's policy, Department of Children  
10 and Family Services.

11 (3) The Louisiana state coordinator of United 4 Equality or his designee.

12 (4) One member appointed by the executive director of the Louisiana Commission  
13 on Human Rights.

14 (5) One member appointed by the Louisiana Association of Business and Industry.

15 (6) One member appointed by the Louisiana AFL-CIO.

16 (7) One member appointed by the director of the Louisiana State Civil Service.

17 BE IT FURTHER RESOLVED that a chairperson be elected from the membership.

18 BE IT FURTHER RESOLVED that the members of the task force shall receive no  
19 compensation, including per diem, for their services, and shall serve at no expense to the  
20 state.

21 BE IT FURTHER RESOLVED that the Louisiana Workforce Commission shall  
22 provide the necessary support and staff for the task force to be able to conduct a thorough  
23 study.

24 BE IT FURTHER RESOLVED the task force shall have access to all relevant  
25 available data from all agencies within the state of Louisiana.

26 BE IT FURTHER RESOLVED that the task force shall make an interim report by  
27 December 31, 2013, and make a final report to the House and Senate committees on labor  
28 and industrial relations, the Senate Committee on Finance, the House Committee on  
29 Appropriations, the Louisiana Legislative Women's Caucus, and to the governor, no later  
30 than March 1, 2014.

1 BE IT FURTHER RESOLVED the report shall include the findings and  
2 recommendations of the task force, including proposed policy changes and legislation to  
3 eliminate and prevent wage disparities between men and women in the workforce of  
4 Louisiana.

5 BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the  
6 secretary of the Department of Children and Family Services, the secretary of the  
7 Department of Health and Hospitals, the secretary of the Department of Economic  
8 Development, the state superintendent of the Department of Education, the commissioner  
9 of the division of administration, the chief executive officer of the Louisiana State  
10 University Health Sciences Center-Health Care Services Division, the executive director of  
11 the Louisiana Workforce Commission, the director of the Louisiana State Civil Service, the  
12 president of the Louisiana AFL-CIO, the president of the Louisiana Association of Business  
13 and Industry, the executive director of the Louisiana Commission on Human Rights, and the  
14 Louisiana state coordinator of United 4 Equality.

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#### DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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Leger

HCR No. 145

Creates a Louisiana Fair Pay Task Force to study wage disparities between men and women and make recommendations for policy change and legislation to prevent and eliminate these disparities. Requests an interim report of findings by Dec. 31, 2013, and a final report by March 1, 2014.